

## **JOB OPENINGS AND LABOR TURNOVER FOR OCTOBER 2003 AVAILABLE**

Technical information: (202) 691-5870  
<http://www.bls.gov/jlt/>

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For release: Wednesday, December 31, 2003

Data on job openings and labor turnover were released today by the Bureau of Labor Statistics of the U.S. Department of Labor. These series include estimates of the rate and number of job openings (tables 1 and 2), hires (tables 3 and 4), and separations (tables 5 through 12) for the nation, by industry, and by geographic region. Job openings are a measure of unmet labor demand and can be compared with unemployment, which measures unused labor supply.

Job openings refer to the number on the last business day of the month, while the number of hires and separations are for the entire month. The sample of 16,000 business establishments covers both the private sector and government. Estimates from the Job Openings and Labor Turnover Survey (JOLTS) are not seasonally adjusted, and the data suggest that there is a seasonal pattern to job openings, hires, and separations. Thus, comparisons of JOLTS estimates should be based on the same month in different years (for example, October 2003 to October 2002); comparisons between consecutive months should not be used as an indicator of trend.

The estimates from the JOLTS program are considered developmental and caution should be exercised in drawing conclusions from them. See the Technical Note for additional information.

JOLTS estimates are released on the North American Industry Classification System (NAICS).

BLS updates the job openings, hires, and separations series from the JOLTS program on its Web site each month. Estimates for November 2003 are scheduled for release January 29, 2004. For updates of the JOLTS series and for additional information, please see the Technical

Note or the JOLTS Web site at [www.bls.gov/jlt/](http://www.bls.gov/jlt/). Additional information also may be obtained by emailing [Joltsinfo@bls.gov](mailto:Joltsinfo@bls.gov) or by calling (202) 691-5870.

## Technical Note

The data for the Job Openings and Labor Turnover Survey (JOLTS) are collected and compiled monthly from a sample of business establishments by the Bureau of Labor Statistics (BLS).

## Collection

Each month, data are collected in a survey of business establishments for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interview, touchtone data entry, fax, and mail.

## Coverage

The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as federal, state, and local government entities in the 50 states and the District of Columbia.

## Concepts

**Industry classification.** The industry classifications in this release are in accordance with the 2002 North American Industry Classification System (NAICS) manual. In order to ensure the highest possible quality of data, State Employment Security Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

**Employment.** Employment includes persons on the payroll who worked or received pay for the pay period that included the 12th day of the reference month. Full-time, part-time, permanent, short-term, seasonal, salaried, and hourly employees are included, as are employees on paid vacations or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or persons on leave without pay or on strike for the entire pay period, are not counted as employed. Employees of temporary help agencies, employee leasing companies, outside contractors, and consultants are counted by their employer of record, not by the establishment where they are working.

**Job openings.** Establishments submit job openings information for the last business day of the reference month. A job opening requires that 1) a specific position exists and there is work available for that position; and 2) work could start within 30 days regardless of whether a suitable candidate is found; and 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or

consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings, and multiplying that quotient by 100.

Hires and Recalls. Hires are the total number of additions to the payroll occurring any time during the reference month, including both new and rehired employees, full-time and part-time, permanent, short-term and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires and recalls count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment, and multiplying that quotient by 100.

Separations. Separations are the total number of terminations of employment occurring any time during the reference month, and are reported by type of separation--quits, layoffs and discharges, and other separations. Quits are employees who left voluntarily (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire, formal layoffs lasting or expected to last more than 7 days, discharges resulting from mergers, downsizing, or closings, firings or other discharges for cause, terminations of permanent or short-term employees, and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment, and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

#### Sample methodology

The JOLTS sample design is a probability sample of 16,000 establishments drawn from a universe of over eight million establishments compiled as part of the operations of the Covered Employment and Wages, or ES-202, program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

#### Using JOLTS data

The JOLTS data series on job openings, hires, and separations are quite new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 SIC system was not completely enrolled in the survey until January 2002.

The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The estimates are not seasonally adjusted, and month-to-month changes in the estimates are subject to strong seasonal variation.

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

#### Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90 percent level of confidence. That means that there is a 90 percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

The JOLTS estimates also are affected by nonsampling error. Nonsampling error can occur for many reasons, including the failure to include a segment of the population, the inability to obtain data from all units in the sample, the inability or unwillingness of respondents to provide data on a timely basis, mistakes made by respondents, errors made in the collection or processing of the data, and errors from the employment benchmark data used in estimation.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and 2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of

factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

#### Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.

**Table 1. Job openings rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total</b> .....	2.3	2.0	1.8	2.0	2.1	2.1	2.2	2.2	2.3	2.2	2.2	2.2	2.1
<b>INDUSTRY</b>													
Total private.....	2.4	2.1	1.8	2.1	2.2	2.1	2.3	2.3	2.4	2.3	2.3	2.3	2.3
Natural resources and mining.....	.7	.5	.7	.7	.9	1.0	1.0	.9	.8	1.0	1.1	1.0	1.1
Construction.....	1.5	1.0	.9	1.2	1.2	1.2	2.0	1.8	2.0	1.8	1.5	.9	1.2
Manufacturing.....	1.4	1.2	1.0	1.2	1.3	1.2	1.3	1.4	1.3	1.4	1.4	1.4	1.4
Durable goods.....	1.2	1.1	1.0	1.2	1.3	1.2	1.2	1.3	1.2	1.3	1.3	1.3	1.4
Nondurable goods.....	1.6	1.3	1.0	1.2	1.2	1.3	1.4	1.5	1.5	1.5	1.5	1.5	1.4
Trade, transportation, and utilities.....	2.2	1.5	1.1	1.5	1.7	1.7	1.6	1.6	1.7	1.8	2.0	2.1	2.1
Wholesale trade.....	1.1	1.4	1.2	1.5	1.4	1.2	1.5	1.3	1.4	1.6	1.7	1.5	1.2
Retail trade.....	2.8	1.5	1.0	1.4	1.8	1.9	1.7	1.7	1.9	2.0	2.2	2.5	2.6
Transportation, warehousing, and utilities.....	1.4	1.6	1.5	1.7	1.9	1.5	1.3	1.6	1.4	1.5	1.7	1.4	1.5
Information.....	2.2	1.8	1.3	2.4	1.9	1.5	1.5	1.4	2.0	1.5	1.6	1.9	2.2
Financial activities.....	2.1	2.1	1.9	1.9	2.1	1.9	2.1	2.1	2.2	2.2	2.2	2.1	2.0
Finance and insurance.....	2.3	2.3	2.0	2.0	2.0	1.8	2.2	2.3	2.3	2.2	2.3	2.2	2.2
Real estate and rental and leasing.....	1.6	1.5	1.6	1.7	2.4	2.3	1.7	1.7	1.9	2.2	2.0	1.9	1.4
Professional and business services.....	3.1	2.7	2.7	2.9	3.0	2.8	3.1	3.0	3.5	3.2	3.0	2.9	2.8
Education and health services.....	3.4	3.3	3.2	3.3	3.2	3.1	3.2	3.4	3.3	3.2	3.2	3.1	3.1
Educational services.....	1.5	1.2	1.2	1.4	1.3	1.1	1.4	1.3	2.0	1.9	1.9	1.2	1.2
Health care and social assistance.....	3.8	3.7	3.5	3.6	3.6	3.5	3.6	3.8	3.6	3.4	3.5	3.4	3.5
Leisure and hospitality.....	2.5	2.6	2.1	2.5	2.3	2.8	3.4	3.1	2.8	2.8	2.8	2.9	2.7
Arts, entertainment, and recreation.....	2.1	2.4	1.6	1.4	1.6	2.2	2.9	2.0	2.0	1.5	1.9	2.2	2.5
Accommodation and food services.....	2.6	2.6	2.2	2.7	2.4	3.0	3.5	3.3	3.0	3.0	2.9	3.0	2.7
Other services.....	1.9	1.9	1.6	2.0	2.2	2.0	2.7	2.6	2.2	1.9	2.1	1.9	1.8
Government.....	1.8	1.8	1.7	1.7	1.6	1.8	1.7	1.9	2.0	2.0	1.9	1.8	1.6
Federal.....	.9	1.1	1.0	1.3	1.3	2.2	1.5	2.1	1.3	1.6	1.5	1.4	1.2
State and local.....	2.0	1.9	1.8	1.8	1.6	1.7	1.7	1.8	2.1	2.0	1.9	1.8	1.7
<b>REGION</b>													
Northeast.....	2.3	2.0	1.6	1.9	1.9	1.9	2.1	2.2	2.2	2.2	2.2	2.0	2.0
South.....	2.3	2.1	1.9	2.1	2.3	2.3	2.4	2.4	2.4	2.4	2.3	2.3	2.3
Midwest.....	2.0	1.7	1.6	1.8	1.8	2.0	2.2	2.0	2.0	2.1	2.1	2.0	2.1
West.....	2.5	2.1	2.0	2.3	2.2	2.0	2.2	2.4	2.6	2.2	2.4	2.3	2.2

<sup>1</sup> The job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings.  
The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 2. Job openings levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total.....</b>	<b>3,045</b>	<b>2,691</b>	<b>2,407</b>	<b>2,665</b>	<b>2,709</b>	<b>2,740</b>	<b>2,962</b>	<b>3,003</b>	<b>3,088</b>	<b>2,969</b>	<b>2,981</b>	<b>2,904</b>	<b>2,875</b>
<b>INDUSTRY</b>													
Total private.....	2,639	2,297	2,037	2,287	2,357	2,338	2,579	2,584	2,656	2,560	2,596	2,523	2,516
Natural resources and mining.....	4	3	4	4	5	6	6	5	5	6	6	6	6
Construction.....	106	71	61	79	73	75	132	127	142	130	106	67	87
Manufacturing.....	209	178	158	182	191	185	188	207	195	204	207	208	206
Durable goods.....	117	105	99	112	121	114	107	119	108	121	121	119	129
Nondurable goods.....	92	73	59	70	70	72	81	88	87	83	86	88	77
Trade, transportation, and utilities.....	570	393	297	380	440	423	407	416	437	461	519	540	539
Wholesale trade.....	63	77	68	84	80	69	86	75	80	93	98	84	65
Retail trade.....	440	238	158	214	270	281	258	263	292	297	341	387	400
Transportation, warehousing, and utilities.....	67	78	71	81	90	73	63	78	65	71	79	69	74
Information.....	75	62	43	82	64	50	50	48	66	52	54	61	73
Financial activities.....	173	167	153	153	169	155	167	172	181	180	182	171	163
Finance and insurance.....	139	136	121	118	120	108	132	137	141	132	139	131	133
Real estate and rental and leasing.....	33	31	32	35	48	46	34	35	40	47	43	40	30
Professional and business services.....	512	443	444	460	479	460	504	496	581	531	510	483	478
Education and health services.....	583	567	538	549	545	533	555	584	562	534	539	521	536
Educational services.....	42	35	35	38	36	32	41	35	51	46	45	33	36
Health care and social assistance.....	541	532	503	511	509	500	514	548	512	487	494	488	500
Leisure and hospitality.....	306	310	251	292	269	344	424	389	367	360	359	360	332
Arts, entertainment, and recreation.....	38	40	26	23	27	37	52	38	41	32	39	41	44
Accommodation and food services.....	268	270	225	270	242	307	372	351	326	328	320	319	289
Other services.....	103	102	87	105	121	109	147	141	119	104	113	105	96
Government.....	405	394	370	378	352	401	382	419	432	409	384	381	358
Federal.....	26	30	27	37	38	63	43	61	35	44	41	40	32
State and local.....	380	364	343	340	314	338	339	358	396	365	343	342	326
<b>REGION</b>													
Northeast.....	596	512	413	465	467	484	529	568	556	548	556	515	499
South.....	1,109	1,018	926	1,008	1,071	1,078	1,120	1,141	1,157	1,151	1,083	1,085	1,080
Midwest.....	622	547	498	549	553	619	675	618	621	646	667	641	649
West.....	717	615	571	644	618	559	638	676	753	624	675	664	646

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.



**Table 3. Hires rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total</b> .....	3.0	2.7	2.3	2.7	2.6	2.9	3.2	3.4	3.7	3.3	3.6	3.5	3.1
<b>INDUSTRY</b>													
Total private.....	3.3	3.0	2.5	2.9	2.9	3.3	3.6	3.8	4.1	3.6	3.8	3.8	3.5
Natural resources and mining.....	2.2	2.8	1.8	3.6	3.3	3.3	3.8	4.5	3.8	2.7	2.6	2.4	2.0
Construction.....	5.2	3.9	3.5	4.7	4.8	6.2	7.0	8.1	6.9	6.2	6.9	5.7	5.2
Manufacturing.....	2.2	1.9	1.5	2.2	2.1	2.3	2.1	2.4	2.5	2.4	2.6	2.4	2.1
Durable goods.....	2.0	1.8	1.4	2.3	2.1	2.2	2.1	2.4	2.5	2.4	2.5	2.4	2.1
Nondurable goods.....	2.5	2.1	1.6	2.2	2.1	2.5	2.3	2.5	2.5	2.5	2.8	2.4	2.2
Trade, transportation, and utilities.....	3.7	4.0	2.7	2.3	2.6	3.1	3.3	3.4	3.7	3.1	3.6	4.0	4.1
Wholesale trade.....	2.2	1.9	1.3	1.8	1.7	2.0	2.5	2.4	2.4	2.2	2.4	3.0	2.7
Retail trade.....	4.8	5.4	3.4	2.6	3.2	3.8	3.7	4.2	4.5	3.6	4.3	4.6	5.3
Transportation, warehousing, and utilities.....	2.0	2.0	2.1	1.8	1.6	2.0	2.6	2.1	2.4	2.6	2.8	3.5	2.4
Information.....	2.0	2.7	1.9	1.5	2.0	2.0	2.2	2.1	2.3	1.7	2.3	1.9	2.3
Financial activities.....	1.7	1.9	1.3	2.3	1.9	1.8	2.3	2.4	2.5	2.2	2.1	2.4	1.8
Finance and insurance.....	1.4	1.5	1.4	1.9	1.7	1.4	1.6	1.9	2.1	1.9	1.7	2.1	1.6
Real estate and rental and leasing.....	2.3	3.0	1.2	3.6	2.6	3.1	4.4	3.8	3.8	3.0	3.2	3.5	2.5
Professional and business services.....	3.8	3.1	3.2	3.6	3.6	3.8	4.4	3.7	4.4	4.2	4.0	3.9	3.7
Education and health services.....	2.6	1.9	1.9	2.6	2.2	2.3	2.1	2.4	3.0	2.9	3.1	3.6	2.7
Educational services.....	1.8	.9	.8	1.5	1.8	1.3	1.2	1.3	2.3	2.4	4.5	4.6	2.5
Health care and social assistance.....	2.8	2.1	2.1	2.8	2.3	2.5	2.3	2.6	3.2	3.0	2.9	3.4	2.7
Leisure and hospitality.....	5.0	4.6	4.5	4.7	4.4	5.8	6.9	7.5	7.5	5.8	6.1	5.9	5.3
Arts, entertainment, and recreation.....	3.4	4.1	5.9	5.3	3.5	6.9	9.6	10.5	8.2	5.0	4.6	4.6	5.1
Accommodation and food services.....	5.3	4.6	4.3	4.5	4.6	5.6	6.4	7.0	7.4	5.9	6.4	6.1	5.3
Other services.....	2.3	2.1	1.8	3.2	2.5	2.9	2.9	3.7	3.9	3.7	3.2	3.7	3.5
Government.....	1.5	1.2	1.0	1.3	1.0	1.0	1.0	1.5	1.8	1.7	2.4	1.9	1.3
Federal.....	2.1	2.2	1.7	1.6	.8	1.0	1.1	2.0	1.7	1.4	1.4	1.4	1.3
State and local.....	1.4	1.1	.9	1.3	1.0	1.0	1.0	1.4	1.8	1.7	2.5	2.0	1.3
<b>REGION</b>													
Northeast.....	2.6	2.5	1.8	2.0	2.1	2.3	2.5	3.0	3.6	3.1	2.7	3.4	2.8
South.....	3.3	2.8	2.6	3.0	2.9	3.3	3.3	3.5	3.7	3.4	3.9	3.5	3.2
Midwest.....	2.8	2.4	2.1	2.4	2.2	2.8	3.3	3.5	3.4	2.9	3.4	3.4	2.9
West.....	3.1	3.2	2.4	3.0	2.9	3.0	3.4	3.6	4.0	3.6	3.9	3.7	3.6

<sup>1</sup> The hires rate is the number of hires during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 4. Hires levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total</b> .....	3,935	3,580	3,009	3,437	3,292	3,763	4,118	4,481	4,820	4,243	4,626	4,575	4,112
<b>INDUSTRY</b>													
Total private.....	3,601	3,313	2,782	3,149	3,074	3,552	3,896	4,156	4,439	3,903	4,141	4,177	3,839
Natural resources and mining.....	13	16	10	20	18	18	21	25	22	16	15	14	12
Construction.....	357	267	232	299	300	396	464	556	484	441	491	403	369
Manufacturing.....	333	292	221	334	312	339	314	354	375	354	386	353	311
Durable goods.....	191	173	130	211	194	199	187	215	233	212	230	218	190
Nondurable goods.....	142	119	91	123	118	140	127	139	142	141	156	136	121
Trade, transportation, and utilities.....	936	1,040	706	578	643	763	817	864	923	787	912	1,012	1,053
Wholesale trade.....	124	105	75	99	93	110	142	133	133	123	134	164	148
Retail trade.....	717	838	532	393	475	557	554	629	674	540	647	680	792
Transportation, warehousing, and utilities.....	95	97	99	85	76	96	121	101	116	123	131	168	112
Information.....	68	91	62	49	67	67	73	69	77	55	75	61	74
Financial activities.....	130	147	106	181	151	142	183	189	203	175	165	194	145
Finance and insurance.....	84	86	81	109	98	80	94	110	124	113	99	122	94
Real estate and rental and leasing.....	46	61	25	72	53	62	89	79	79	62	67	73	51
Professional and business services.....	615	492	506	566	568	602	703	590	703	674	653	627	608
Education and health services.....	430	313	311	418	371	387	346	395	495	473	505	591	448
Educational services.....	50	26	23	40	50	38	34	35	56	58	106	122	74
Health care and social assistance.....	379	286	288	378	321	349	312	360	439	415	399	469	374
Leisure and hospitality.....	596	540	533	536	511	682	822	919	944	730	767	725	633
Arts, entertainment, and recreation.....	59	68	98	86	56	115	164	192	163	102	92	84	87
Accommodation and food services.....	538	472	435	450	455	567	658	727	782	629	675	641	546
Other services.....	120	114	95	168	132	157	153	195	212	200	170	197	186
Government.....	334	267	228	288	218	211	222	325	381	340	485	399	274
Federal.....	58	61	46	44	23	28	30	55	46	38	38	38	35
State and local.....	276	206	181	243	194	183	192	270	335	302	447	361	239
<b>REGION</b>													
Northeast.....	656	619	453	490	506	556	610	743	909	765	680	858	710
South.....	1,522	1,315	1,220	1,391	1,317	1,516	1,551	1,652	1,721	1,591	1,813	1,625	1,494
Midwest.....	875	754	658	721	658	864	1,009	1,087	1,050	878	1,042	1,047	895
West.....	882	892	679	836	811	827	948	999	1,139	1,010	1,091	1,045	1,014

<sup>1</sup> Hires are the number of hires during the entire month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 5. Total separations rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total</b> .....	3.1	3.0	3.0	3.3	2.6	2.6	2.8	2.8	3.1	3.1	3.7	3.3	3.0
<b>INDUSTRY</b>													
Total private.....	3.5	3.4	3.4	3.7	3.0	3.0	3.2	3.1	3.4	3.4	4.1	3.7	3.4
Natural resources and mining.....	5.0	2.7	4.2	3.5	2.9	3.0	3.2	3.0	2.6	3.1	3.2	3.2	3.0
Construction.....	6.2	6.2	7.6	7.0	5.4	5.2	5.1	4.6	5.0	5.0	7.2	6.3	5.7
Manufacturing.....	3.0	2.7	2.6	3.1	2.6	2.4	2.9	2.3	2.7	2.8	2.8	2.3	2.6
Durable goods.....	3.0	2.4	2.5	3.2	2.7	2.5	2.7	2.3	2.7	2.9	3.0	2.2	2.4
Nondurable goods.....	3.0	3.3	2.8	2.7	2.4	2.3	3.2	2.3	2.6	2.8	2.6	2.5	2.8
Trade, transportation, and utilities.....	3.5	3.5	3.7	4.3	3.1	3.1	2.8	3.2	3.5	3.3	3.9	3.4	3.4
Wholesale trade.....	2.6	2.7	2.7	2.4	2.0	2.1	1.9	2.4	2.1	2.4	2.9	2.6	2.6
Retail trade.....	4.1	4.0	4.2	5.5	3.8	3.6	3.3	3.9	4.1	3.8	4.6	4.1	4.0
Transportation, warehousing, and utilities.....	2.7	2.8	3.2	2.9	2.3	2.5	2.5	2.2	3.4	2.3	2.9	2.3	2.6
Information.....	3.0	4.0	2.4	2.2	2.1	1.8	1.6	1.9	2.3	2.5	1.9	2.0	2.2
Financial activities.....	1.9	2.0	2.0	2.0	1.8	2.0	2.1	1.8	1.9	1.8	2.5	2.5	1.8
Finance and insurance.....	1.6	1.7	1.8	1.6	1.4	1.7	1.6	1.5	1.6	1.5	1.9	1.9	1.6
Real estate and rental and leasing.....	2.7	2.7	2.8	3.3	3.1	2.8	3.8	2.6	2.6	2.5	4.1	4.0	2.3
Professional and business services.....	3.4	3.1	3.4	3.6	3.1	2.8	3.5	2.9	3.3	3.4	3.9	3.4	3.4
Education and health services.....	2.1	1.8	2.3	2.5	1.8	1.9	2.0	2.5	2.7	2.6	2.9	2.7	2.1
Educational services.....	1.0	.9	1.6	2.4	.8	1.0	1.4	2.6	3.2	2.3	2.9	1.9	1.4
Health care and social assistance.....	2.3	2.0	2.4	2.5	2.0	2.1	2.1	2.5	2.7	2.6	2.9	2.8	2.3
Leisure and hospitality.....	6.3	6.0	4.8	5.6	4.5	5.1	5.9	5.4	5.5	5.5	7.0	7.2	6.8
Arts, entertainment, and recreation.....	9.6	9.0	5.1	5.6	4.2	4.4	6.8	4.2	3.1	4.7	9.0	11.6	6.8
Accommodation and food services.....	5.8	5.5	4.8	5.7	4.6	5.3	5.8	5.6	5.9	5.6	6.6	6.5	6.8
Other services.....	3.1	2.6	2.7	3.0	3.3	2.5	2.8	2.5	3.6	3.8	5.0	3.8	2.8
Government.....	1.1	.9	1.0	1.0	.8	.8	.9	1.3	1.7	1.7	2.0	1.5	1.1
Federal.....	1.0	1.1	2.0	1.3	1.1	1.0	.9	1.2	1.3	1.2	1.7	1.4	1.5
State and local.....	1.1	.9	.8	1.0	.8	.8	.9	1.3	1.8	1.8	2.0	1.5	1.0
<b>REGION</b>													
Northeast.....	2.9	2.7	2.6	3.2	2.1	2.1	2.2	2.5	2.9	2.6	3.4	3.3	2.7
South.....	3.2	2.9	3.0	3.3	3.0	2.9	3.1	3.0	3.4	3.4	3.9	3.4	3.2
Midwest.....	3.1	2.7	2.9	3.1	2.4	2.3	2.7	2.7	3.0	2.9	3.7	3.1	2.7
West.....	3.3	3.5	3.5	3.6	2.9	2.9	3.0	2.8	3.1	3.4	3.7	3.5	3.4

<sup>1</sup> The separations rate is the number of total separations during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 6. Total separations levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total</b> .....	4,104	3,902	3,975	4,227	3,402	3,360	3,644	3,660	4,124	4,030	4,838	4,320	3,970
<b>INDUSTRY</b>													
Total private.....	3,872	3,700	3,758	4,007	3,221	3,185	3,454	3,374	3,749	3,687	4,442	4,002	3,738
Natural resources and mining.....	29	16	24	19	16	16	18	17	15	18	19	18	17
Construction.....	429	427	508	444	341	331	338	312	350	357	514	446	403
Manufacturing.....	454	413	397	454	383	358	422	336	396	416	417	342	377
Durable goods.....	283	221	238	299	246	229	243	208	247	258	271	200	219
Nondurable goods.....	171	192	159	155	137	129	179	129	149	158	146	142	158
Trade, transportation, and utilities.....	895	907	966	1,088	779	768	711	818	896	820	987	860	866
Wholesale trade.....	147	153	152	134	109	118	104	133	118	137	161	145	145
Retail trade.....	618	620	660	819	562	531	488	582	616	574	690	605	599
Transportation, warehousing, and utilities.....	129	134	154	135	108	119	119	103	161	109	137	109	122
Information.....	103	135	80	73	70	60	54	62	76	82	62	66	72
Financial activities.....	147	156	162	159	145	159	169	144	149	141	200	197	141
Finance and insurance.....	93	102	105	93	83	103	92	91	96	88	115	113	94
Real estate and rental and leasing.....	54	55	57	66	62	57	77	53	53	52	85	83	47
Professional and business services.....	550	496	537	557	492	437	550	471	537	546	629	551	548
Education and health services.....	342	302	372	403	298	321	335	415	449	415	465	437	357
Educational services.....	29	25	45	62	21	29	40	73	79	54	69	49	40
Health care and social assistance.....	313	277	326	341	276	292	295	343	369	361	396	387	316
Leisure and hospitality.....	760	710	570	651	522	603	707	662	689	690	882	888	811
Arts, entertainment, and recreation.....	167	149	84	90	68	73	117	76	61	97	181	211	116
Accommodation and food services.....	593	561	486	561	455	530	589	587	628	593	701	677	696
Other services.....	164	138	143	160	175	132	150	136	191	203	266	199	148
Government.....	231	202	216	221	181	176	191	286	375	343	396	318	232
Federal.....	27	32	56	37	31	26	25	32	36	32	48	38	41
State and local.....	204	171	160	184	150	149	166	253	338	311	349	280	191
<b>REGION</b>													
Northeast.....	718	680	665	788	519	511	535	628	739	641	843	828	671
South.....	1,507	1,369	1,416	1,511	1,362	1,363	1,443	1,402	1,578	1,572	1,826	1,566	1,491
Midwest.....	953	853	903	933	728	684	819	835	919	880	1,146	945	847
West.....	925	999	990	996	794	802	848	794	887	937	1,023	981	961

<sup>1</sup> Total separations are the number of total separations during the entire month.  
The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 7. Quits rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total</b> .....	1.6	1.4	1.4	1.5	1.4	1.4	1.5	1.6	1.7	1.7	2.1	1.8	1.7
<b>INDUSTRY</b>													
Total private.....	1.9	1.6	1.6	1.7	1.6	1.6	1.7	1.8	1.8	1.9	2.4	2.1	1.9
Natural resources and mining.....	1.5	.9	1.2	1.0	1.3	1.8	1.6	1.4	1.5	1.5	1.8	1.8	1.2
Construction.....	2.0	1.4	1.7	1.6	1.9	1.5	1.7	2.0	2.1	2.3	2.6	2.4	1.9
Manufacturing.....	1.1	.9	.8	1.0	1.0	1.0	1.0	1.1	1.1	1.3	1.6	1.2	1.2
Durable goods.....	1.1	.8	.7	1.1	1.0	1.0	1.0	1.1	1.1	1.3	1.6	1.1	1.1
Nondurable goods.....	1.2	1.0	.9	1.0	1.0	.9	1.1	1.1	1.1	1.3	1.5	1.2	1.3
Trade, transportation, and utilities.....	2.1	1.9	1.7	1.8	1.7	1.8	1.7	2.0	1.9	1.9	2.5	2.1	2.0
Wholesale trade.....	1.6	1.0	1.1	1.0	1.0	1.0	1.0	1.2	1.1	1.2	1.7	1.4	1.3
Retail trade.....	2.5	2.6	2.1	2.3	2.2	2.2	2.1	2.6	2.4	2.4	3.1	2.6	2.5
Transportation, warehousing, and utilities.....	1.4	1.0	1.0	1.2	.9	1.6	1.1	1.2	1.2	1.3	1.4	1.3	1.3
Information.....	1.2	1.1	1.2	1.1	1.0	1.0	.9	1.1	1.2	1.5	1.3	1.3	1.3
Financial activities.....	1.1	.9	1.1	1.0	1.1	1.0	1.5	1.0	1.1	1.0	1.7	1.2	1.0
Finance and insurance.....	1.1	.8	1.0	.8	.8	.9	1.0	.9	1.0	.8	1.3	1.0	.9
Real estate and rental and leasing.....	1.1	1.2	1.2	1.5	2.1	1.6	2.7	1.3	1.4	1.5	2.8	1.8	1.2
Professional and business services.....	1.8	1.6	1.6	1.8	1.5	1.5	1.7	1.6	1.8	1.9	2.2	1.8	1.8
Education and health services.....	1.4	1.2	1.3	1.5	1.1	1.1	1.2	1.5	1.5	1.4	1.8	1.8	1.3
Educational services.....	.8	.7	.6	1.1	.4	.8	.8	1.0	1.4	1.1	1.6	1.2	.6
Health care and social assistance.....	1.5	1.3	1.5	1.6	1.3	1.2	1.3	1.5	1.5	1.5	1.9	1.9	1.5
Leisure and hospitality.....	3.7	3.1	3.0	3.4	3.1	3.1	3.7	3.7	3.6	3.8	4.6	4.3	4.3
Arts, entertainment, and recreation.....	2.6	2.0	1.7	1.7	2.2	1.9	2.1	2.0	2.0	2.0	4.1	3.9	2.8
Accommodation and food services.....	3.9	3.3	3.2	3.7	3.2	3.3	4.0	4.0	3.9	4.1	4.7	4.4	4.5
Other services.....	2.2	1.7	1.7	1.6	1.7	1.7	1.6	1.5	1.7	1.9	2.2	2.5	1.4
Government.....	.5	.5	.4	.5	.4	.4	.4	.6	.8	.8	.9	.6	.5
Federal.....	.5	.6	.8	.5	.6	.4	.4	.6	.6	.6	1.0	.5	.5
State and local.....	.5	.5	.4	.5	.4	.4	.4	.6	.8	.8	.9	.7	.5
<b>REGION</b>													
Northeast.....	1.4	1.1	.9	1.1	1.0	1.0	1.0	1.3	1.3	1.3	1.7	1.6	1.3
South.....	1.8	1.5	1.5	1.6	1.6	1.6	1.7	1.8	1.9	2.0	2.3	1.9	1.8
Midwest.....	1.5	1.4	1.4	1.4	1.2	1.2	1.4	1.6	1.5	1.6	2.2	1.7	1.5
West.....	1.7	1.6	1.6	1.8	1.5	1.5	1.5	1.6	1.7	1.8	2.2	2.1	1.9

<sup>1</sup> The quits rate is the number of quits during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 8. Quits levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total</b> .....	2,158	1,860	1,811	1,939	1,778	1,784	1,926	2,093	2,166	2,242	2,769	2,403	2,169
<b>INDUSTRY</b>													
Total private.....	2,049	1,752	1,714	1,836	1,691	1,694	1,837	1,957	2,003	2,086	2,578	2,266	2,055
Natural resources and mining.....	9	5	7	5	7	10	9	8	9	9	10	10	7
Construction.....	136	95	111	103	121	96	112	134	150	160	183	170	134
Manufacturing.....	172	136	119	155	145	145	154	162	158	187	228	170	170
Durable goods.....	105	77	67	99	88	94	94	101	97	115	143	102	98
Nondurable goods.....	67	60	53	56	57	51	60	61	60	73	85	68	72
Trade, transportation, and utilities.....	537	503	441	451	422	458	417	505	476	480	622	531	512
Wholesale trade.....	89	57	61	58	55	55	56	68	64	68	93	77	73
Retail trade.....	378	399	331	336	326	330	310	382	353	352	461	394	379
Transportation, warehousing, and utilities.....	69	46	49	57	41	73	52	55	59	60	68	60	60
Information.....	40	36	40	35	33	34	28	37	40	50	41	41	42
Financial activities.....	85	69	84	77	90	82	115	79	89	78	134	98	76
Finance and insurance.....	62	45	59	46	47	50	60	52	60	47	75	61	51
Real estate and rental and leasing.....	22	23	25	30	43	32	55	27	29	31	59	36	25
Professional and business services.....	284	250	247	286	239	232	268	262	292	308	365	296	297
Education and health services.....	224	197	221	246	187	187	205	241	240	231	293	296	226
Educational services.....	23	21	16	28	11	23	22	28	34	27	37	32	18
Health care and social assistance.....	201	176	205	218	177	164	183	212	206	204	256	264	207
Leisure and hospitality.....	442	371	356	395	354	359	442	447	458	480	581	524	514
Arts, entertainment, and recreation.....	46	33	28	28	36	31	37	36	41	41	82	70	47
Accommodation and food services.....	396	338	328	367	318	328	405	411	417	439	499	454	467
Other services.....	120	90	89	84	92	92	87	82	92	104	120	130	76
Government.....	109	108	96	103	88	90	90	136	162	157	192	137	114
Federal.....	13	16	23	14	16	11	12	15	15	16	27	14	13
State and local.....	96	92	74	89	72	79	78	120	147	140	165	122	101
<b>REGION</b>													
Northeast.....	365	283	237	279	248	246	243	322	333	320	414	394	324
South.....	852	704	716	754	732	749	809	847	885	930	1,079	895	843
Midwest.....	474	422	420	421	374	375	444	486	472	497	667	536	453
West.....	467	452	437	486	424	414	431	437	476	494	609	578	549

<sup>1</sup> Quits are the number of quits during the entire month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 9. Layoffs and discharges rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total</b> .....	1.3	1.3	1.4	1.4	1.1	1.0	1.1	1.0	1.3	1.2	1.4	1.2	1.2
<b>INDUSTRY</b>													
Total private.....	1.5	1.6	1.6	1.7	1.2	1.2	1.3	1.1	1.4	1.3	1.5	1.4	1.3
Natural resources and mining.....	2.8	1.4	2.3	1.8	1.0	.7	.9	1.0	1.0	1.3	1.0	1.1	1.2
Construction.....	4.0	4.6	5.3	5.0	3.3	3.5	3.0	2.5	2.6	2.5	4.5	3.7	3.6
Manufacturing.....	1.6	1.6	1.6	1.7	1.3	1.2	1.5	1.0	1.4	1.3	1.0	1.0	1.1
Durable goods.....	1.6	1.3	1.6	1.8	1.4	1.3	1.3	1.0	1.4	1.4	1.2	.9	1.1
Nondurable goods.....	1.6	2.0	1.6	1.5	1.2	1.2	1.9	1.0	1.4	1.3	.8	1.1	1.2
Trade, transportation, and utilities.....	1.2	1.3	1.7	2.1	1.1	1.0	1.0	1.0	1.4	1.1	1.3	1.0	1.2
Wholesale trade.....	.8	1.5	1.4	1.0	.8	1.0	.7	.9	.8	1.0	1.0	1.0	1.1
Retail trade.....	1.4	1.1	1.9	2.8	1.3	1.1	1.0	1.1	1.5	1.2	1.3	1.1	1.3
Transportation, warehousing, and utilities.....	1.0	1.5	1.8	1.2	1.1	.7	1.2	.8	1.7	.7	1.3	.7	.9
Information.....	1.7	2.7	1.0	1.1	1.0	.6	.6	.7	.9	.7	.5	.7	.9
Financial activities.....	.7	.9	.7	.7	.5	.9	.5	.5	.5	.6	.6	1.0	.5
Finance and insurance.....	.4	.7	.5	.5	.4	.8	.5	.4	.3	.5	.4	.6	.4
Real estate and rental and leasing.....	1.3	1.4	1.4	1.3	.7	1.1	.7	.9	1.0	.9	.9	2.2	.9
Professional and business services.....	1.4	1.3	1.5	1.3	1.4	1.0	1.5	1.1	1.3	1.3	1.4	1.3	1.3
Education and health services.....	.6	.5	.7	.7	.5	.6	.6	.9	1.0	1.0	.9	.6	.6
Educational services.....	.2	.1	.6	.8	.3	.2	.5	1.4	1.6	.9	1.2	.5	.7
Health care and social assistance.....	.6	.6	.8	.7	.6	.7	.6	.8	1.0	1.0	.8	.7	.6
Leisure and hospitality.....	2.5	2.7	1.7	1.9	1.4	1.7	2.0	1.5	1.7	1.5	2.1	2.8	2.3
Arts, entertainment, and recreation.....	6.8	6.9	3.2	3.7	1.9	2.5	4.6	2.0	1.0	2.7	4.8	7.6	3.8
Accommodation and food services.....	1.8	2.0	1.4	1.6	1.3	1.6	1.6	1.5	1.8	1.3	1.6	1.9	2.0
Other services.....	.7	.6	.9	1.3	1.4	.7	.9	.7	1.7	1.6	2.6	1.1	1.2
Government.....	.3	.3	.3	.3	.3	.2	.3	.4	.6	.6	.7	.6	.3
Federal.....	.4	.4	1.0	.3	.2	.3	.3	.3	.5	.4	.5	.5	.5
State and local.....	.3	.3	.2	.3	.3	.2	.3	.5	.7	.6	.8	.6	.3
<b>REGION</b>													
Northeast.....	1.2	1.4	1.4	1.7	.9	.9	1.0	1.0	1.3	1.1	1.5	1.5	1.2
South.....	1.2	1.2	1.3	1.4	1.1	1.1	1.1	1.0	1.3	1.2	1.4	1.2	1.1
Midwest.....	1.3	1.2	1.3	1.3	1.0	.8	1.1	.9	1.3	1.1	1.3	1.1	1.1
West.....	1.4	1.7	1.7	1.5	1.2	1.2	1.3	1.0	1.2	1.3	1.3	1.2	1.2

<sup>1</sup> The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 10. Layoffs and discharges levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total.....</b>	<b>1,667</b>	<b>1,761</b>	<b>1,836</b>	<b>1,860</b>	<b>1,360</b>	<b>1,298</b>	<b>1,422</b>	<b>1,281</b>	<b>1,651</b>	<b>1,493</b>	<b>1,785</b>	<b>1,617</b>	<b>1,520</b>
<b>INDUSTRY</b>													
Total private.....	1,597	1,699	1,767	1,797	1,304	1,252	1,364	1,187	1,512	1,371	1,637	1,484	1,445
Natural resources and mining.....	16	8	13	10	6	4	5	6	6	7	6	6	7
Construction.....	275	314	356	315	209	226	198	172	185	178	318	265	255
Manufacturing.....	245	241	245	253	196	183	226	143	210	197	150	142	166
Durable goods.....	155	126	151	170	128	115	117	87	131	124	105	81	99
Nondurable goods.....	91	115	94	83	68	68	109	56	79	73	46	62	67
Trade, transportation, and utilities.....	305	332	455	529	280	254	250	250	357	278	316	255	299
Wholesale trade.....	46	83	76	58	43	54	38	51	47	57	58	55	60
Retail trade.....	210	176	291	414	188	166	155	160	229	186	198	165	196
Transportation, warehousing, and utilities.....	49	73	89	57	49	34	56	38	81	34	60	35	43
Information.....	58	91	34	35	34	21	21	22	31	24	16	22	28
Financial activities.....	52	73	57	54	38	72	41	43	40	46	45	83	40
Finance and insurance.....	25	43	29	28	24	49	27	25	19	27	25	38	22
Real estate and rental and leasing.....	27	29	28	27	14	23	14	19	21	18	20	45	18
Professional and business services.....	219	211	241	197	221	162	240	178	208	206	232	208	209
Education and health services.....	92	84	121	114	89	94	99	145	171	157	145	105	106
Educational services.....	4	3	18	22	9	5	14	39	39	23	29	14	20
Health care and social assistance.....	88	82	103	92	81	90	84	106	132	134	116	91	87
Leisure and hospitality.....	299	313	195	221	156	201	239	189	211	191	270	340	273
Arts, entertainment, and recreation.....	118	114	53	60	31	40	79	37	19	54	96	137	64
Accommodation and food services.....	181	199	141	161	125	160	160	151	192	136	174	203	208
Other services.....	35	32	49	69	74	36	45	40	93	88	139	57	63
Government.....	70	61	69	63	56	46	58	94	139	122	148	132	75
Federal.....	10	10	27	8	7	8	7	7	14	11	13	15	13
State and local.....	61	51	42	55	49	38	51	87	125	111	135	118	61
<b>REGION</b>													
Northeast.....	295	347	355	406	223	220	239	243	336	263	374	375	294
South.....	552	542	594	633	517	503	502	457	583	534	647	570	532
Midwest.....	412	387	415	399	296	249	322	290	388	326	412	345	342
West.....	407	486	472	423	324	326	358	291	343	369	352	326	353

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.



**Table 11. Other separations rates<sup>1</sup> by industry and region**  
(Percent)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total</b> .....	0.2	0.2	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
<b>INDUSTRY</b>													
Total private.....	.2	.2	.3	.3	.2	.2	.2	.2	.2	.2	.2	.2	.2
Natural resources and mining.....	.6	.4	.7	.7	.7	.4	.8	.5	.2	.3	.4	.3	.5
Construction.....	.3	.3	.6	.4	.2	.1	.4	.1	.2	.3	.2	.2	.2
Manufacturing.....	.2	.2	.2	.3	.3	.2	.3	.2	.2	.2	.3	.2	.3
Durable goods.....	.3	.2	.2	.3	.3	.2	.4	.2	.2	.2	.3	.2	.2
Nondurable goods.....	.2	.3	.2	.3	.2	.2	.2	.2	.2	.2	.3	.2	.3
Trade, transportation, and utilities.....	.2	.3	.3	.4	.3	.2	.2	.3	.2	.2	.2	.3	.2
Wholesale trade.....	.2	.2	.3	.3	.2	.2	.2	.3	.1	.2	.2	.2	.2
Retail trade.....	.2	.3	.2	.5	.3	.2	.2	.3	.2	.2	.2	.3	.2
Transportation, warehousing, and utilities.....	.2	.3	.3	.5	.4	.3	.2	.2	.4	.3	.2	.3	.4
Information.....	.1	.2	.2	.1	.1	.1	.1	.1	.1	.2	.2	.1	.1
Financial activities.....	.1	.2	.3	.4	.2	.1	.2	.3	.2	.2	.3	.2	.3
Finance and insurance.....	.1	.2	.3	.3	.2	.1	.1	.2	.3	.2	.3	.2	.3
Real estate and rental and leasing.....	.2	.1	.2	.5	.2	.1	.4	.4	.1	.2	.3	.1	.2
Professional and business services.....	.3	.2	.3	.5	.2	.3	.3	.2	.2	.2	.2	.3	.3
Education and health services.....	.2	.1	.2	.3	.1	.2	.2	.2	.2	.2	.2	.2	.1
Educational services.....	.1	( <sup>2</sup> )	.4	.5	.1	.1	.1	.2	.3	.2	.2	.1	.1
Health care and social assistance.....	.2	.1	.1	.2	.1	.3	.2	.2	.2	.2	.2	.2	.2
Leisure and hospitality.....	.2	.2	.2	.3	.1	.4	.2	.2	.2	.1	.2	.2	.2
Arts, entertainment, and recreation.....	.1	.1	.2	.1	( <sup>2</sup> )	.1	.1	.1	.1	.1	.1	.2	.2
Accommodation and food services.....	.2	.2	.2	.3	.1	.4	.2	.2	.2	.2	.3	.2	.2
Other services.....	.2	.3	.1	.1	.2	.1	.3	.2	.1	.2	.1	.2	.2
Government.....	.2	.1	.2	.3	.2	.2	.2	.3	.3	.3	.3	.2	.2
Federal.....	.2	.2	.2	.5	.3	.3	.2	.4	.2	.2	.3	.3	.5
State and local.....	.3	.1	.2	.2	.2	.2	.2	.2	.4	.3	.3	.2	.2
<b>REGION</b>													
Northeast.....	.2	.2	.3	.4	.2	.2	.2	.3	.3	.2	.2	.2	.2
South.....	.2	.3	.2	.3	.2	.2	.3	.2	.2	.2	.2	.2	.2
Midwest.....	.2	.1	.2	.4	.2	.2	.2	.2	.2	.2	.2	.2	.2
West.....	.2	.2	.3	.3	.2	.2	.2	.2	.2	.3	.2	.3	.2

<sup>1</sup> The other separations rate is the number of other separations during the entire month as a percent of total employment.

<sup>2</sup> Data round to zero.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

**Table 12. Other separations levels<sup>1</sup> by industry and region**  
(In thousands)

Industry and region	Oct. 2002	Nov. 2002	Dec. 2002	Jan. 2003	Feb. 2003	Mar. 2003	Apr. 2003	May 2003	June 2003	July 2003	Aug. 2003	Sept. 2003	Oct. 2003
<b>Total</b> .....	279	281	328	428	263	277	296	287	308	295	284	301	281
<b>INDUSTRY</b>													
Total private.....	226	248	277	374	227	238	253	231	234	231	228	252	238
Natural resources and mining.....	4	2	4	4	4	2	4	3	1	2	2	2	3
Construction.....	18	17	41	26	11	9	29	6	15	19	12	11	14
Manufacturing.....	37	36	32	46	42	30	43	32	29	32	39	30	41
Durable goods.....	24	18	20	31	29	20	32	20	19	20	23	18	22
Nondurable goods.....	13	18	12	16	12	9	10	12	9	12	15	12	19
Trade, transportation, and utilities.....	53	72	70	108	77	57	44	64	63	63	50	74	55
Wholesale trade.....	12	13	16	18	11	10	9	15	8	12	10	14	12
Retail trade.....	30	45	38	69	49	35	23	40	34	36	31	46	25
Transportation, warehousing, and utilities.....	11	15	16	22	17	12	11	9	21	15	9	14	18
Information.....	5	7	6	2	3	4	5	2	5	8	5	2	2
Financial activities.....	10	15	21	28	16	5	12	22	20	17	21	16	24
Finance and insurance.....	6	13	18	19	11	4	4	14	17	14	15	15	21
Real estate and rental and leasing.....	5	2	3	9	5	2	8	7	3	3	6	1	4
Professional and business services.....	46	35	49	74	31	43	42	33	37	33	32	46	41
Education and health services.....	26	21	30	43	21	40	31	30	37	28	28	36	25
Educational services.....	2	1	11	12	2	2	4	6	7	5	4	4	2
Health care and social assistance.....	24	19	18	31	19	38	27	24	31	23	24	32	22
Leisure and hospitality.....	19	25	20	35	13	44	26	27	21	19	31	23	24
Arts, entertainment, and recreation.....	2	1	3	2	1	2	2	2	1	1	2	3	4
Accommodation and food services.....	17	24	17	33	12	42	24	24	20	18	29	20	20
Other services.....	9	16	5	7	9	4	18	13	6	11	8	13	9
Government.....	52	33	51	54	37	39	43	56	74	64	56	49	43
Federal.....	5	5	6	14	8	7	6	10	7	5	8	9	15
State and local.....	48	28	45	40	29	32	37	46	67	59	49	40	29
<b>REGION</b>													
Northeast.....	58	51	73	103	47	45	53	63	71	58	55	59	54
South.....	103	124	106	124	113	111	132	100	110	108	101	101	116
Midwest.....	66	44	68	113	58	61	53	59	59	56	67	64	52
West.....	51	62	81	87	46	61	59	66	68	74	62	77	59

<sup>1</sup> Other separations are the number of other separations during the entire month.  
The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.